



# Memorandum

**TO:** HONORABLE MAYOR AND  
CITY COUNCIL

**FROM:** Robert L. Davis  
Jeffrey L. Clet

**SUBJECT: LOCAL PARTNERSHIPS FOR  
POLICE AND FIRE ACADEMIES**

**DATE:** May 18, 2004

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Approved      /s/

Date

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## **INFORMATION**

This memorandum is in response to the Mayor's March 2004 Budget Message that directs the City Manager "to review ways to partner with other Santa Clara County jurisdictions to provide police and fire academies and reduce costs."

## **BACKGROUND**

Both the Police and Fire Departments provide direct academy training to Police and Fire Recruits. The Police Department's 24-week San José-specific recruit academy is a State POST (Peace Officer Standards and Training) certified academy. Since the Department does not have adequate facilities and resources to operate an on-site academy, the Police Department contracts with the South Bay Regional Public Safety Training Center located at Evergreen Community College for the use of their training facilities, equipment, additional instructors, and clerical support. Upon graduation, Police Recruits receive the basic POST certificate and are eligible to enter San José's Field Training Officer (FTO) program.

The Fire Department's 16-week firefighter recruit academy is also specific to San José. The Fire Academy is held at Department's training facility utilizing Fire personnel as instructors. At the conclusion of the 16-week academy, the Fire recruits have met the standards for State Fire Training Firefighter I.

Both the Police and Fire Departments are typically budgeted to hold two recruit academies per year. The actual number of Police recruits hired per academy is based on projected sworn attrition with the goal to fill vacant positions with street-ready Officers within a 90-day average in accordance with the Sworn Recruitment and Training Program. The number of Fire recruits hired per academy is based on current vacancies.

## **ANALYSIS**

### **CURRENT PARTNERING OPPORTUNITIES**

Joint Fire Academy: The Joint Fire Academy (JFA) provides a basic 10-week firefighting curriculum. In the past, as part of the firefighting training process, the San José Fire Recruits participated in JFA training. The San José Fire Department conducted an additional six-week of firefighting training to meet San José recruit training requirements. JFA participation was discontinued several years ago, as the number of San José recruits have overwhelmed JFA capacity. The Fire Department however, continues to explore opportunities for future JFA-partnership on specific Academy needs.

County-wide Fire Officer Academy: The Fire Department participates in a County-wide Officer Academy each year. The Officer Academy is attended by Fire Captains. This cooperative effort saves money by utilizing instructors from all participating agencies.

County-wide Joint Fire Training: The Fire Department also participates in several county-wide training exercises every year. These training exercises are attended by Fire Recruits in several jurisdictions. The hosting agencies vary.

Traffic Motorcycle Training: The Police Department conducts traffic motorcycle training for its personnel and allows officers from other law enforcement agencies to participate in the class provided that space is available. The outside agencies reimburse the Police Department for the training costs of their own participants. Revenue from the reimbursements is budgeted to the Police Department in order to perpetuate this enterprise program.

POST Simulator Training: The Police Department is the POST-certified regional training center for driver and force-options simulator training. State POST provides funding to the Department for instructors and equipment. In exchange for this funding, the Police Department provides training to participants from outside law enforcement agencies.

Regional Police Academy: The South Bay Regional Public Safety Training Center generally provides one academy annually. The Regional academy is attended by recruits that have been hired by various local jurisdictions or by individuals who are accepted by South Bay Center. Prior to the establishment of the San José-specific academy, the Police Department participated in the regional academy. The Police Department will explore renewing its partnership to address training needs specific to San José.

Alameda County Academy: Like the South Bay Regional Center's Academy, the Alameda County Sheriff's Police Academy training course is available to San José Police Recruit enrollees for a fee. This Training Center is located in Dublin. Currently, two San José recruits who returned from military leave are enrolled in this academy since a San José academy was not available. Additional San José-specific training will still need to be provided after the Alameda training is completed.

San José-specific Recruit Academy: In the past, outside agencies have been able to enroll recruits in the San José-specific academy if room is available. Since the San José-specific academy is run out of the Evergreen campus, arrangements are made among the San José Police Department, the Regional Center, Evergreen, and the outside agency. The outside agency is charged materials fees and college fees for each of its participants. In exchange for instruction, San José receives related POST reimbursements directly from the State and credit against its Regional Center use payments. This credit is based on FTES (full-time equivalency student) fees earned by Evergreen for academy student attendance. In addition, the Department allows some variance with the SJPD curriculum provided that POST-accredited instructors teach the alternative classes. As such, the Police Department has enrolled recruit officers from agencies in Santa Clara and Santa Cruz Counties.

Currently, there are some limitations to expanding police academy collaborations with other County law enforcement agencies. These include class size limitations, varying hiring cycles among the agencies, the lack of a San José police academy physical plant and the resulting need to lease and/or rent space and equipment, and competition with the existing South Bay Regional Public Safety Training Center.

**FUTURE OPPORTUNITIES BEING EXPLORED:**

1. The Fire Department is exploring the opportunity to include other agencies in San José Firefighter Recruit Academies in an effort to reduce costs.
2. The Fire Department in cooperation with other Fire Agencies is looking into the possibility of a Countywide Pre-Employment Recruit Academy. This would substantially reduce personal services costs to the Department for recruit salaries while in the Academy.
3. The Neighborhood Safety Bond capital program plans include the construction of a Driver Safety Training Center. This Center is scheduled for completion in 2006. Once this is completed and operational, the Police Department will be able to offer POST-certified driver training instruction to other local law enforcement agencies and the Fire Department would be able to offer and collect a fee for fire apparatus driver training courses conducted by other jurisdictions.
4. The Police Department will seek to partner with the Santa Clara County Training Officers Association and the California Academy Directors Association to coordinate filling vacancies in academy classes when available and will continue to explore ways to partner with other agencies in order to fill vacancies within the San José Police Academy.

/s/

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/s/

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